

Effect of Work Motivation on Sea Transportation Employee Performance

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Abstract

This research aims to deepen understanding of how work motivation can influence employee performance in the maritime transportation sector, with the hope that the results of this research can make a positive contribution to human resource development. The research method used is a survey method with correlational techniques. This means that the researcher did not carry out treatment on the variables studied. Meanwhile, the data collection tool used was a questionnaire in the form of a questionnaire. In this study, it was concluded that leadership, education, employee age, length of service, gender, distance from home to office, employee origin, work environment, work atmosphere, employee morale and character, employee character, existing work facilities and other factors others, which means that 79.20% of employee performance is influenced by this, while the remaining 20.80% is influenced by the employee's own motivation.

Keywords: [Work motivation](#); [Employee performance](#); [Water transportation](#)

INTRODUCTION

In the face of increasing free market competition, companies that produce various products and services are required to improve their performance. Therefore, every company is challenged to improve itself from within the company itself as well as the scope of the market at large which is the target of the products and services it produces.

At the time of the coronavirus (COVID-19) outbreak, it has recently become a topic of concern in the international world so it greatly affects the world economy including Indonesia until this month March 2020 has spread to almost 152 countries, including Indonesia.

The problem occurred in the tourism sector which experienced a very drastic decline due to the temporary flight ban by the Government of Indonesia from and to China as well as the Indonesia-China export and import trade, especially in fruit and animal commodities and other sectors.

According to the Chairman of the Indonesian Vegetable and Fruit Exporters Association (AESBI), Hasan Johnny Widjaja, since there was news about the Corona Virus, buyers in China immediately stopped buying. The fruit exporters who 'cry' the most are those who sell or ship goods with the CNF (Cost and Freight / CFR) scheme or payments made after the goods arrive at the port of export destination. There are even those who have sent goods on the ship, but in the middle of the journey there was a cancellation.

Not only imports, some of Indonesia's export products to China also have the potential to weaken. Automatically, the Bamboo Curtain Country will reduce the amount of demand. Moreover, globally, many factories in China have reduced production because people cannot work due to the COVID-19 virus.

This import ban was taken to anticipate the spread of Corona Virus from animals. The reason is, the spread of the virus that killed thousands of people in China is suspected not only through humans but also animals.

The Corona Virus that is increasingly spreading has an impact slowly but surely, especially on the Indonesian economy. Realising that economic growth is largely influenced by the consumption sector, the government will continue to accelerate ministerial and institutional spending in the first quarter of 2020.

Regarding the trade impact caused by the spread of Coronavirus, according to the Head of the Central Statistics Agency (BPS), Suhariyanto, there has been no significant impact of Coronavirus on trade performance in January 2020. His party has not been able to reveal in detail the figures or realisation of exports and imports between Indonesia and China in February 2020 because it is still running until now. Meanwhile, Indonesia's trade balance experienced a deficit of US\$ 860 million as of January 2020. The deficit was due to the export balance position of US\$ 13.41 billion, lower than the import balance which reached US\$ 14.28 billion. Based on import value, it was recorded that the total value of non-oil and gas imports from thirteen countries during January 2020 was US\$ 9.67 billion. This figure decreased by 3.14% compared to December 2019.

This condition was caused by a decrease in the value of imports in several main countries, one of which was China by 3.08% to US\$ 125.2 million. As for other countries, Thailand from 14.14% to US\$ 104.5 million and Australia from 26.36% to US\$ 86.9 million.

Therefore, in order to maintain the existence of a company, it is necessary to have adequate resources, both human resources and other resources, such as company capital. With these elements, and with effective management applications, it will be able to support the achievement of a more optimal business scale in the production and distribution process and more efficient services, and in a higher service position through maximum service improvement.

The progress of a company is greatly influenced by the performance of its human resources and specifically employees. Therefore, human resource management needs to pursue techniques and strategies to improve employee performance, according to (Gibson, Ivancevich and Donnelly: 1997). Organization Behavior, Structure, Processes will directly contribute to the work results and effectiveness of the organisation or company so that the company's goals will be achieved (Richard D. Irwin: 126).

By improving the work system and improving employee performance, it will be easier to utilise their abilities to the fullest, so that the company's goals and objectives can be achieved optimally. However, to improve employee performance, there are many influencing factors, including leadership factors within the company, if a leader has good leadership, then employee work creativity will be high. With the increase in employee performance, it means that the leadership's ability to manage employee human resources can be said to have succeeded well.

Employee performance can be improved as much as possible, if the company or management can provide motivation by improving a clear work system and striving to improve the quality of employee work so that this attention will have a direct effect on employee motivation.

Factors that can affect employee performance include the first internal factors including motivation and low employee welfare. Second, external factors consist of the company's work system. With the determination of these internal and external factors, it is likely that the development prospects of a company will be better and able to proceed in realising the principles and objectives of the company.

Apart from all that, it is realised that a company consists of various human traits and behaviours. Therefore, the effectiveness in achieving the company's goals depends on its people (employees), as stated (Gibson, Ivancevich and Donnelly: 129), that the most important influencing factor on the effectiveness of any organisation is the actors of the

workers themselves Means here indicate that humans are the most important element in the process for the success of a company. Where the smoothness or failure of achieving an organisational goal depends on the human behaviour in the organisation.

Thus the leader as the person responsible for managing the organisation must be able to build motivation for employees and improve work discipline so that employee performance increases. High work discipline is expected to increase employee performance, in other words, the higher the motivation of employees and the higher their compliance with predetermined regulations, the higher the performance produced by employees. To achieve these expectations, employees of PT ASDP Indonesia Ferry should be able to play their role and function by maintaining a high level of motivation and discipline at work.

However, research on the effect of work motivation on employee performance in the marine transport sector is still limited, especially in the Indonesian context. Therefore, this study aims to explore the understanding of how work motivation can affect employee performance in the marine transportation sector, with the hope that the results of this study can make a positive contribution to the development of human resources in this industry.

RESEARCH METHOD

This research uses a survey method with correlational techniques. This means that the researcher does not conduct treatment of the variables studied. While the data collection tool used is a questionnaire in the form of a questionnaire. With this data collection tool, quite a lot of data can be obtained, with relatively limited funds and time. Meanwhile, to see the relationship between the variables of the influence of leadership style and work motivation on employee performance variables, regression and correlation statistics are used.

RESULT AND DISCUSSION

Partial Correlation Relationship

Table 1. Individual Correlation Relationship

	X Work motivation	Y Employee performance
X Work motivation	1.00	0.457
Y Employee performance	0.457	1.00

Source: Data Processed with SPSS

Dari hasil perhitungan (terlampir), ternyata nilai koefisien korelasinya sebesar 45,70 ($r = 0,4570$). Hal ini berarti antara X dan Y mempunyai hubungan yang sedang/cukup dan positif, artinya kenaikan/ penurunan dari X (motivasi) pada umumnya dapat meningkatkan employee performance PT. Asdp Indonesia Ferry, jadi antara proses motivasi dengan kegiatan employee performance mempunyai hubungan/ korelasi.

Berikut interpretasi dari angka koefisien korelasi antara variable independent dengan variable dependen.

- 0.00 – 0.20 hubungannya lemah sekali atau rendah sekali
- 0.21 - 0.40 hubungannya lemah atau rendah
- 0.41 – 0.70 hubungannya sedang atau cukup
- 0.61 – 0.90 hubungannya kuat atau tinggi

Syahyono

e. > 0.91 hubungannya sangat kuat atau sangat tinggi

Multiple Regression Equation (B)

Table 2. Individual Correlation Relationship

Model	Unstandarized Coefficients		Std Coefficients Beta	T	Sig
	B	Std Error			
Constant	26.086	11.842		2.203	0.034
X	0.588	0.186	0.457	3.164	0.003

Source: Data Processed with SPSS

- Y = Employee performance
- X = Work motivation
- Constant/ A = 26.086
- b = 0.588

So the regression analysis is as follows:

$$Y = A + b X + \varepsilon \quad (1)$$

$$Y = 26.086 + 0,588 X + \varepsilon \quad (1)$$

This means that if the motivation of PT Asdp Indonesia Ferry is increased by 1 pound, the performance of PT Asdp Indonesia Ferry will increase by 0.58 points and if there is no work motivation of employees at PT Asdp Indonesia Ferry, the employee performance is 26,086 points.

Hypothesis Testing of the t Distribution

To find out the truth of the correlation analysis calculation, hypothesis testing is needed, formulating the hypothesis to be tested is given the symbol Ho, while the alternative hypothesis is given the symbol Ha. This hypothesis testing uses the t distribution, with confidence $(1-\alpha)$ of 95% and degrees of freedom of n-2.

Hypothesis Formulation:

- a. $H_0 : \rho = 0$ (there is no relationship)
- b. $H_a : \rho > 0$ (there is a positive relationship) atau $H_a = \rho < 0$ (there is a negative relationship)

Ha is the alternative hypothesis

t tabel $\rightarrow \alpha = 0,05$; dk
 $= n-2$
 $= 50 - 2$
 $= 48$

$(0,05 : 50-2)$ t tabel = 2.01

The calculation of the hypothesis test (t) has obtained the results using the SPSS 24 program which is 3.333 (attached).

Conclusion:

Because $t > t$ table, namely $2.203 > 2.01$, then H_0 will be rejected and H_a is accepted, which means that there is a significant relationship between the Dependent variable (employee performance variable) and the Independent variable (employee motivation variable) or in other words employee performance is influenced by work motivation.

Thus, from the results of the correlation analysis and the coefficient of determination analysis, it can be said that the higher the work motivation can lead to an increase in employee performance of PT Asdp Indonesia Ferry.

Coefficient Determination**Table 3. Coefficient Determination**

Model	R	R Square	Adjusted R Square	Std Error of The Estimate
1	0.457	0.208	0.188	3.7856

Source: Data Processed with SPSS

The correlation between motivation and performance at PT Asdp Indonesia Ferry is 0.208 or 20.80. Determination of Correlation (r^2) of 0.208 with a tolerable level of deviation (adjusted R Square) of 20.80. This means that 20.80 employee performance at PT Asdp Indonesia Ferry is determined by the motivation of its employees, while the remaining 79.20 (100 - 20.80) is still influenced by other variables besides motivation such as; such as; leadership, education, employee age, length of service, gender, distance from home to office, employee origin, work environment, work atmosphere, work enthusiasm and employee nature, employee character, existing work facilities and other factors.

CONCLUSION

Based on the results of the research and its discussion above, the researcher can conclude several things. First, there is a significant influence between motivation and employee performance at PT Asdp Indonesia Ferry, along with the calculated T value which is greater than the T table value ($2.20 > 2.01$). Second, there is a positive correlation of 45.70 between motivation and employee performance in the company. Furthermore, the resulting regression equation is $Y = 26.086 + 0.588X + \varepsilon$, which indicates that a one-point increase in employee motivation will lead to a 0.58-point increase in performance. Finally, the coefficient of determination (r^2) of 0.208 indicates that 20.80% of employee performance at PT Asdp Indonesia Ferry can be explained by motivation, while the remaining 79.20% is influenced by other variables such as leadership, education, employee age, length of service, gender, distance from home to office, employee origin, work environment, work atmosphere, work spirit, employee nature, employee character, work facilities, and other factors.

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